



Bury Health and Wellbeing Board

Title of the Report	Grant: Supporting working carers to remain in employment
Date	13.11.2014
Contact Officer	Zena Shuttleworth
HWB Lead in this area	

Executive Summary

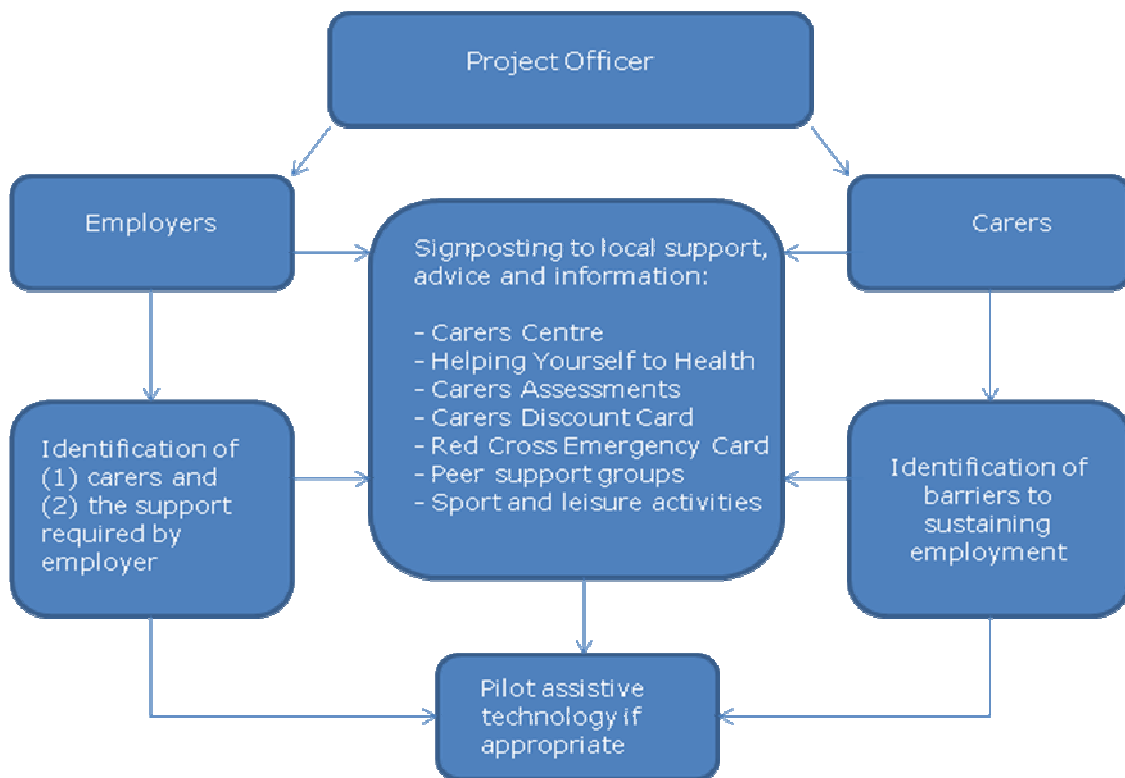
Is this report for?	Information <input type="checkbox"/>	Discussion <input type="checkbox"/>	Decision <input checked="" type="checkbox"/>
Why is this report being brought to the Board?	Carers is one of the Board's priorities		
Please detail which, if any, of the Joint Health and Wellbeing Strategy priorities the report relates to. (See attached Strategy)  Living_well_in_Bury_Making_it_happen_to	Priority 4 - Promoting independence of people living with long term conditions and their carers.		
Please detail which, if any, of the Joint Strategic Needs Assessment priorities the report relates to. (See attached JSNA)  Bury JSNA - Final for HWBB 3.pdf	§ Carers (Vulnerability section) § Unemployment and benefits (Work and welfare section)		
Key Actions for the Health and Wellbeing Board to address – what action is needed from the Board and its members? Please state recommendations for action.	Recommendations: § The Health and Wellbeing Board agree to support the aims and objectives of the pilot. § The Board agree that Bury Council is approached to be involved with the pilot. § The Board agree that managers and carers will be supported to be part of the pilot. § The Board agree that Bury Council will be supported to implement recommendations that come out of		

	the pilot (e.g. refreshing carer-friendly policies and procedures). This will sanction the culture change of our organisation and ensure the council leads the way in supporting carers.
What requirement is there for internal or external communication around this area?	There will be a requirement for internal and external advertising of the Project Officer. Once this post has been recruited to, a publicity campaign will follow to promote the pilot and the benefits to supporting carers in the workplace.
Assurance and tracking process – Has the report been considered at any other committee meeting of the Council/meeting of the CCG Board/other stakeholders....please provide details.	The Senior Management Team (C&WB) and the CCG Board has seen the initial expression of interest and agreed to support the pilot. Other stakeholders who have agreed to support this are: <ul style="list-style-type: none"> § Working Carers Group § Strategic Planning and Development Unit § Strategic Planning and Economic Development Unit § Carers Centre § Carelink

Introduction / background

In August 2014, Bury Council submitted an expression of interest for a pot of funding which aimed to support working carers remain in employment through the use of assistive technology. Out of the 60 local authorities to submit their interest, 14 have been invited to submit further information. Bury Council is one of these.

The concept of this pilot is to build upon existing services and support in Bury whilst building an evidence base to promote the use of assistive technology.



A dedicated Project Officer will be recruited to manage the pilot to ensure that key stakeholders, including employers, are involved throughout. The Project Officer will identify and support both employers and carers and will become a referral mechanism on to the pilot. They will assess the carers' needs to understand what support they require, both to sustain their employment and to support them in their wider caring role, and refer to universal and targeted support as appropriate. Employers will be given practical information on how to support carers within their workplace (based on national best practice), including advice on how to develop carer-friendly policies and procedures.

Once a group of suitable carers and employers has been identified to pilot the assistive technology, they will be supported to do so whilst the Project Officer captures the difference this is making to the caring and employment roles. As we are aware that the use of assistive technology may be a daunting prospect for some carers, a bank of hours has been budgeted for to allow a domiciliary care agency to visit the person with care needs as required. It is anticipated that, as the pilot progresses and people become comfortable with the technology, visits by a domiciliary care agency will decrease.

With regards to the assistive technology, it is envisaged that, as a minimum, each person screened through to the assistive technology element of the pilot will have a home safety and personal security system installed in their home. This consists of a panic button which has a direct link to the Bury Council's Carelink call centre; additional services can be attached to this as required. Additional technologies carers will have access to could be as simple as a flood detector or an exit sensor, or as advanced as a GPS tracker. All assistive technology will be tailored to the specific needs of that carer.

As sustainability is integral to the design of this project, the Project Officer will also look at future funding models, for example, does the carer pay for the ongoing use of the technology (either as a self funder or through a Carers Personal Budget), does the employer pay or will the evidence strongly support the introduction of a salary sacrifice scheme where carers have the opportunity to purchase technological support as parents can purchase childcare vouchers? It is envisaged that the Project Officer will focus on a model for sustainability which can be presented to central Government to influence national policy.

The intended post holder will sit within the Strategic Planning and Development Unit of Bury Council's department of Communities & Wellbeing (this is co-located with the strategic lead for carers) and will have management and peer support to initiate and develop the pilot.

Although this pilot will be lead by Bury Council, we will need to work with a number of other key stakeholders, partners and service providers to ensure the pilot is a success. Key stakeholders will include carers and the people they care for, employers, Carelink, our internal Economist, Bury Council's Working Carers Group, Bury Carers Centre, Strategic Planning and Economic Development team, Bury Third Sector Development Agency, Public Health and Bury's Clinical Commissioning Group. The stakeholders spoken to so far have been extremely enthusiastic about the pilot and can see the health, economic and community benefits to supporting it.

Key issues for the Board to Consider

If successful, we will be approaching employers to become involved with the pilot, either through the development of carer-friendly policies and procedures and/or supporting them to encourage the carers use the assistive technology. As Bury Council is one of the biggest employers in this borough, I would like them to be one of the organisations involved with the assistive technology element of this pilot. As this pilot meets numerous priorities within the Health and Wellbeing Strategy 2013-2018, JSNA and Carers Strategy 2013-2018 and meets objectives within the 'Working Well' and 'I Will if you Will' workstreams, I am asking the Board for their support with this. I envisage that the support of the Board will demonstrate council-wide strategic buy-in and leadership whilst sanctioning a culture change in which all staff are better supported to undertake their roles.

Key issues to be considered if Bury Council is involved include:

- § Extra managerial work this may involve – how can managers be supported to include work for this pilot within their everyday responsibilities?
- § How will carers be supported through the pilot? Considering the use of assistive technology may be a new concept to some carers they must work within a supportive environment where they can take phone calls and leave the office at a moment's notice if necessary.

It is recommended that a full contingency plan is agreed before each carer and manager signs up to the pilot.

Recommendations for action

- § The Health and Wellbeing Board agree to support the aims and objectives of the pilot.
- § The Board agree that Bury Council is approached to be involved with the pilot.
- § The Board agree that managers and carers will be supported to be part of the pilot.

§ The Board agree that Bury Council will be supported to implement recommendations that come out of the pilot (e.g. refreshing carer-friendly policies and procedures). This will sanction the culture change of our organisation and ensure the council leads the way in supporting carers.

Financial and legal implications (if any)

If necessary please see advice from the Council Monitoring Officer Jayne Hammond (J.M.Hammond@bury.gov.uk) or Section 151 Officer Steve Kenyon (S.Kenyon@bury.gov.uk).

Costings within the project plan have been set at £125,032 (funding will come via the Equalities Office, Department of Health and the Department for Work and Pensions). Terms and conditions of the grant are currently unknown but we will ensure these are available if informed we are successful.

Other financial implications include staff time of those involved with the pilot (these are unknown at this stage).

A legal framework may need to be agreed to cover the project in case of crisis (i.e. something happening to the cared for person whilst they are part of the pilot).

Equality/Diversity Implications

This pilot has no known negative effect on the equality and diversity framework. Carers are one of Bury Council's protected characteristics on the equality analysis framework and are one of the main beneficiaries of this pilot.

CONTACT DETAILS:

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Date: 13.11.2014

Note – 11.03.2015

We received notification in January 2015 that we were successful with this grant submission. A Memorandum of Understanding has been signed and returned. The full grant allocation (£125,032) will be paid in March 2015.

Work is already underway to agree a project plan and timeline. Recruitment to the post will commence soon.